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Los Angeles County Commission on Human Relations
510 W. Vermont Avenue, Los Angeles, CA 90020
(213) 738-2788

**AGENDA
COMMISSION MEETING
FOR STRATEGIC PLANNING - SESSION #2**

Thursday, January 13, 2022 – 11 a.m. to 1 p.m.

Via MS Teams Video and Audio Conferencing (323) 776-6996; ID#: 706-244-576

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Our mission: to transform prejudice into acceptance, inequity into justice, and hostility into peace

- 1. Call to Order** (11:00)
- 2. Motion** finding a state of emergency continues to directly impact the ability of the members to meet safely in person, and/or state or local officials continue to impose or recommend measures to promote social distancing
- 3. Our Mission, Vision, and Core Values/Guiding Principles** (11:05)
 - 3.1. Review of [County Ordinance: LA County Commission on Human Relations](#)
 - 3.2. Review of [Mission, Vision and Core Values](#) and Discussion of Possible Changes
- 4. Review of 'Current Strategic Priorities and Goals' (see attached doc)** (11:55)
- 5. Next Steps** (12:50)
- 6. Adjournment** (1:00)

Para más información en español, favor de comunicarse al (213) 738-2788.

* Denotes that this agenda packet includes written material regarding the agenda item.

Meetings are held in English. If interpretation in other languages or accommodations for persons with disabilities are needed, please contact the Commission at (213) 7388 at least 3 business days before the meeting. The meetings of the Human Relations Commission are accessible to persons with disabilities. Access to the facility is via the Sixth Street entrance.

Chapter 2.78 COMMISSION ON HUMAN RELATIONS¹

2.78.010 Findings of fact—Declaration of policy.

The board of supervisors finds that the injustices and the inequities resulting from prejudice, intolerance and discrimination against any individual or group because of race, religion, sex, sexual orientation, national origin, age, or because of any arbitrary factor such as socio-economic status, marital status or personal handicaps, promote tension and conflict and constitute an unconscionable menace to the public welfare; that to eliminate such prejudice and inequity and thereby promote public health, welfare and security, an instrumentality should be established through which practices to achieve better human relations can be provided, and private persons and groups may be officially assisted in promoting good will and better relations among all people.

(Ord. 11325 § 1 (part), 1976: Ord. 7425 § 1 (part), 1958: Ord. 4099 Art. 29 § 421, 1942.)

2.78.020 Continuation of commission—Composition.

The commission on human relations, pursuant to Section 50262 of the Government Code, is continued. As used in this chapter, "commission" means the commission on human relations. The commission shall consist of 15 voting positions and a maximum of four honorary nonvoting positions.

- A. A member of the commission shall be appointed to a vacant position by, and serve at the pleasure of, the board of supervisors, which shall be referred to in this chapter as the "board."
- B. Each person who is a voting member of the commission on the effective date of the amendment codified in this section shall serve at the pleasure of the board of supervisors for the remainder of his or her term of three years.

(Ord. 2002-0061 § 1, 2002: Ord. 96-0035 § 1, 1996: Ord. 96-0022 § 1, 1996: Ord. 96-0006 § 1, 1996: Ord. 90-0086 § 3(a), 1990: Ord. 11325 § 1 (part), 1976: Ord. 10532 § 1, 1972: Ord. 10181 § 1, 1971: Ord. 8888 § 1, 1965: Ord. 8355 § 12, 1963: Ord. 8118 § 1 (part), 1961: Ord. 7448 § 1, 1958: Ord. 7425 § 1 (part), 1958: Ord. 4099 Art. 29 § 422, 1942.)

¹Editor's note(s)—For statutory provisions on county human relations commissions, see Gov. Code § 50260 et seq.

2.78.030 Length of service—Vacancy.

The provisions of this section shall become applicable to a voting position on the commission at the expiration of the term of the member occupying that position on the effective date of the amendment codified in this section.

- A. Each member of the commission shall serve at the pleasure of the board. Each voting position on the commission shall become vacant every four years from the date the amendment codified in this section becomes applicable to each position.
- B. No voting member of the commission may serve more than two consecutive full periods of service as specified in subsection A of this section. The board may, by order, extend this length of service or waive this limit for individuals or the commission as a whole.
- C. A member's position on the commission shall become vacant upon his or her death, resignation, or removal by the board. In the case of a vacancy in a voting position, the board shall appoint a successor to serve until the position next becomes vacant under subsection A of this section.
- D. The provisions of Chapter 5.12 of the County Code shall not apply to the commission.

(Ord. 96-0022 § 2, 1996: Ord. 96-0006 § 2, 1996: Ord. 90-0086 § 3(b), 1990: Ord. 10532 § 2, 1972: Ord. 4099 Art. 29 § 422.5, 1942.)

2.78.040 Officers and employees—Executive director responsibilities.

The officers and employees of the commission shall be those designated in the current salary ordinance of the county of Los Angeles. Whenever a vacancy occurs in the office of the executive director of the commission, the director of personnel shall present a list of qualified candidates to the commission. The commission shall interview the candidates, and may recommend to the board up to three candidates for consideration. The executive director shall be appointed by the board of supervisors pursuant to Section 33(c) of the County Charter. The annual goals and objectives for the executive director shall be developed by the commission subject to the general oversight of the board, and the evaluation of performance shall be made by the board as provided in Section 2.06.100 of the county code. The executive director of the commission is responsible as the administrative head of the commission staff, for implementing and executing the policy and program of the commission.

(Ord. 2000-0020 § 2, 2000: Ord. 10921 § 1, 1974: Ord. 8118 § 1 (part), 1961: Ord. 7425 § 1 (part), 1958: Ord. 4099 Art. 29 § 424, 1942.)

2.78.050 Compensation.

The compensation of the members of the commission shall be as provided from time to time in the current salary ordinance of the county of Los Angeles. In the absence of any provision

therefor in the said current salary ordinance, the members of the commission shall serve without compensation.

(Ord. 7425 § 1 (part), 1958: Ord. 4099 Art. 29 § 425, 1942.)

2.78.060 Meetings and organization.

The commission on human relations shall meet not less than once a month. It shall adopt, by a majority vote, such rules as it shall deem expedient for the conduct of its business, and shall elect such officers as it may deem necessary.

(Ord. 2002-0061 § 2, 2002: Ord. 11325 § 1 (part), 1976: Ord. 8355 § 13, 1963; Ord. 8118 § 1 (part), 1961: Ord. 7425 § 1 (part), 1958: Ord. 4099 Art. 29 § 426, 1942.)

2.78.070 Powers and duties.

The commission, in its efforts to eradicate the prejudice, intolerance and discrimination based on race, religion, sex, sexual orientation, national origin, age and other arbitrary factors such as socio-economic status, marital status, physical or mental handicaps, shall:

- A. Engage in research and education for the purpose of lessening and eliminating prejudice and its effects, and of fostering attitudes among the various groups within its jurisdiction which lead to civic peace and intergroup understanding;
- B. Develop and administer programs and plans designed to promote equal opportunity and full acceptance of all persons in the community in all aspects of community life;
- C. Cooperate with and assist in coordinating on a county-wide basis the work of those agencies and groups which are engaged in fostering mutual understanding and respect among all population groups in the county of Los Angeles and which are attempting to discourage discriminatory practices against any such group or any of its members;
- D. Cooperate with any county department in identifying and ameliorating human relations problems with which they may be concerned;
- E. From time to time, recommend measures, including legislation, to the board of supervisors which will serve to improve human relations within the county.

(Ord. 11325 § 1 (part), 1976: Ord. 8118 § 1 (part), 1961: Ord. 7425 § 1 (part), 1958: Ord. 4099 Art. 29 § 423, 1942.)

2.78.080 Subcommittees for specific problems.

The commission may appoint, at its discretion, subcommittees to concern themselves with specific human relations problems. These subcommittees may be composed of persons who are not members of the commission, except that the chairperson of each subcommittee must

be a bona fide member of the human relations commission. Such subcommittees should be broadly representative of an appropriate cross-section of the general population of the county. (Ord. 11325 § 1 (part), 1976: Ord. 7425 § 1 (part), 1958: Ord. 4099 Art. 29 § 427, 1942.)

Mission, Vision, and Values

Our Mission

To promote better human relations in Los Angeles County by working to transform prejudice into acceptance, inequity into justice, and hostility into peace.

Our Vision

We envision a County where...

- Human relations will be at their best because fundamental human rights have been met for everyone and all groups, including our most basic human needs for safety, food, clothing, shelter, education, health care, free expression, and a voice in governance.
- All people and groups will enjoy an equal opportunity to realize our full potential to do good for ourselves and our communities, unfettered by personal, institutional, or structural prejudice or discrimination, or abuse of power.
- It will be the norm to value and draw upon cultural diversity to enrich all aspects of our lives, and to understand and appreciate individual differences and commonalities as well, so that everyone feels a sense of belonging.
- Through universally taught and practiced effective conflict resolution skills, we will enjoy greater harmony in our intergroup and interpersonal relations, which will bring about increased cooperation and collaboration between people and organizations.
- Our County government will lead and model the highest level of respect for civil liberties, human rights, and the intrinsic dignity of every human being through its policy and budgetary priorities and practices.



Our Core Values and Guiding Principles

Justice and Human Rights: We strive for social justice. We believe the foundation of positive human relations is to treat everyone with respect that affirms their intrinsic dignity as a human being and protects and fulfills their fundamental human rights.

Diversity and Inclusion: We must continue to move beyond tolerance as a goal. We celebrate the splendid diversity of human cultures, identities, and expressions. We seek mutual understanding and the full acceptance and inclusion of everyone in the essential aspects of community life.

Understanding and Compassion: We know that if we seek to understand the perspective of others, if we listen intently, try to “walk in their shoes”, our compassion for others will grow.

Cooperation and Collaboration: We engage others because we know that none of us succeeds alone, we need the support of others, and together we are stronger.

Non-Violence: We believe in the general principle of non-violence, knowing that violence begets violence. We must learn and teach how to express dissatisfaction, resolve conflicts, and achieve positive change peacefully, with respect for human dignity and without resorting to violence.

Concrete Results and Deliberate Process: We believe that the social transformation we seek requires dialogue, but not dialogue as an end in itself. We persevere to discover and devise solutions that bring about real change. We know that the process through which change is created is as important as the results. The ends never justify the means: the end result does not permit us to violate our principles to reach those results. So we consciously employ processes that respect and reflect our values.

Teaching over Doing for Others: We believe that our work is more effective, meaningful and long lasting if we emphasize teaching others how to do what needs to be done, instead of doing it for them.



Los Angeles County Commission on Human Relations

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Los Angeles, California, 90020

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APPROVED LACCHR Strategic Priorities and Goals FY 2016-2019

Below are the proposed strategic priorities for the Commission during the next 3 years that will advance our mission towards our shared vision. (The order of the priorities does not reflect their order of importance.)

They are the result of much staff thought and discussion.

Among the factors considered are:

1. Our current political, social, economic, cultural and organizational environment
2. Our achievements and struggles with the current strategic plan, FY 2013-16
3. The need to be clear on our goals, but allow maximum flexibility on our programs, projects, and methods for reaching them. Conditions and political and funding opportunities will change, as will staff capacity, etc.
4. Our mandate via the county ordinance
5. Balance between full engagement with our vision and what is realistic given our likely resources during the next 3 years.

STRATEGIC PRIORITY 1:

PROMOTE YOUTH HUMAN RELATIONS LEADERSHIP – In order to ‘transform prejudice into acceptance,’ we must continue to focus on preparing more of our young people with the knowledge, skills, abilities, as well as values, to lead now and in the future towards greater justice, equity, compassion, and non-violence in human relations.

GOAL 1:

Between July 1, 2016, and June 30, 2019, increase by at least 25% the number of youth impacted by youth-led human relations change efforts we have facilitated, in comparison to the number impacted between July 1, 2013, and June 30, 2016.

GOAL 2:

Between July 1, 2016, and June 30, 2019, at least 60 diverse youth from different parts of the County will become leaders by having participated in leading human relations change efforts after having completed intensive leadership development experiences we helped to design and deliver.

STRATEGIC PRIORITY 2:

INCREASE FAIRNESS AND EQUITY IN LA COUNTY’S CRIMINAL JUSTICE SYSTEMS –

Racial discrimination and other inequities in our criminal justice systems are among the greatest barriers to our mission of “transforming inequity into justice.” When the likelihood of being arrested, jailed, shot, executed, or rearrested after being released from incarceration in LA County is tied to one’s race, ethnicity, gender or other protected characteristics, fundamental human rights are at issue. We must strategically work to change these systems to break the cycle of incarceration. We must continue to invest in communities suffering hate violence; get at the root causes and conditions of gang involved hate violence for those communities most affected; and address racial/ethnic profiling and other police practices that undermine good police-community relations and have triggered the largest episodes of racial/ethnic violence in the history of Los Angeles. We must challenge systemic discrimination in our schools and justice systems that have led to the overrepresentation of young people of color in the school-to-prison pipeline. We must address the reentry issue: there are multiple barriers and lack of support for those disproportionate numbers of people of color re-entering communities after engagement with our criminal justice systems.

GOAL 1:

Pursuant to the Commission conducting due diligence in the human relations aspects of L.A. County’s criminal justice system, achieve a major system reform to produce more equitable treatment in L.A. county criminal justice systems for at least three groups, at least one of which is affected by sex-trafficking of minors, at least one of which is affected by policing inequity (including but not limited to oppression and repression based on race, class and other protected characteristics), and which may be affected by other selected issues of fairness.

STRATEGIC PRIORITY 3:

STRENGTHEN EFFECTIVE HATE CRIME PREVENTION AND RESPONSE

We must make sure our leadership and communities understand hate crime, and act to effectively prevent and respond to it in smart and socially responsible ways.

“Transforming hostility into peace” requires that we build on and advance beyond current efforts. Instead of relying solely on police suppression to respond to hate crime based on race, ethnicity, national origin, religion, sexual orientation, gender, immigration status, and/or disability, we must demonstrate and replicate effective prevention and response strategies in affected neighborhoods. Instead of adding longer prison sentences for perpetrators, which often has the unintended effect of increasing connections to racially based gangs, we need to develop restorative justice programs that increase offender empathy for the victim and reduce recidivism. Instead of media focusing on coverage of a violent hate crime in ways that fuel intergroup tensions, we can create intergroup solidarity by ensuring a message of unity and peace from affected communities.

GOAL 1:

Strengthen and expand access to Hate Crime prevention, education, documentation, and/or response resources with at least three populations that are targeted for hate crime in L.A. County as indicated in our annual hate crime report.

STRATEGIC PRIORITY 4:

IMPROVE THE ORGANIZATIONAL EFFECTIVENESS OF THE HUMAN RELATIONS COMMISSION

The LACCHR has faced a loss of resources and challenges during the last 4 year period, jeopardizing its ability to represent the interests of groups in need of protection because they lack sufficient political representation and support. In order to fulfill its mission and vision, the Commission needs to develop a greater ability to assert and protect the fundamental human rights of vulnerable populations, especially during times of crisis. It needs to create greater autonomy in its actions without having to be concerned about severe budget reductions or structural changes that can weaken the Commission's effectiveness. It can do so by increasing awareness and support of HRC work among key stakeholders, ensuring HRC programs are based on relationship building, practice-based evidence, and evidence based practices, integrating human rights education and advocacy into our work, increasing human relations proficiencies among staff, and promoting such proficiencies in our department and throughout county government. To have a greater impact with limited staff resources in such a large and populous county, we need to increasingly shift our approach to become more effective in building the capacity of community and institutions, and away from service delivery oriented projects that are dependent on our individual staff relations and skills and cannot be institutionalized or replicated in other contexts.

GOAL 1:

Create and implement a sustainable and continuous strategic learning process for staff and commissioners in order to advance their human relations expertise.

GOAL 2:

Strengthen and expand network of stakeholders by increasing the scope and frequency of communications with partners and constituents.

GOAL 3:

Improve the quality of LACCHR's response to requests for assistance from all constituents including: Board of Supervisors, CEO, Commissioners, Department executives, partners, organizations, constituents and other stakeholders by establishing criteria to prioritize requests and developing and implementing systems and procedures to address priority requests.